



JAMAICAN  
CANADIAN  
ASSOCIATION

ESTABLISHED 1962



# AGM Report 2013

## **2012 – 2013 Board of Directors**

President	Audrey Campbell
Vice President, Volunteer Services	Sylvanus Thompson
Executive Secretary	Adaoma Patterson
Assistant Secretary	Janet Samms
Membership Chair	Pam Reynolds
Public Relations Chair	Simone Banton
Women's Chair	Charmaine Sewell
Fundraising Chair	Keith Haye
Youth Chair	Lance Roach
Building Chair	William Jenkins
Education Chair	Allan Jones
Interim Chief Executive Officer	Everton Gordon

## Staff

### Senior Management Team

Everton Gordon, Interim CEO

Joe Boateng, Coordinator, Settlement Program  
Paulette Crooks-Drummond, Coordinator, CYFS Program  
Mansur Mussa, Coordinator, Employment Program  
Indiana Dixon, Coordinator, VAW Program  
Mary Mark, Coordinator, YOW Program  
Marie Chapman, Settlement Counsellor/Receptionist  
Noeline John, Employment Counsellor  
Colin McClean, Job Developer  
Trecia Lamey, Family Service/ LIP Counsellor

Claudia Moore-Beppatt, Receptionist  
Jennifer McFarlane, Building Operator  
Beverley Valentine, Family Service/Intake Worker  
Tabassum Zaheeruddin, VAW Counsellor  
Grace Williams, Family Service/ K-Club Counsellor  
Troy Logan, Youth Outreach Worker  
Ann-Marie Whyte, Employment Program Assistant  
Maxine Francis, Facilitator, Seniors Program  
Allison Creighton, Executive Assistant  
Makhabbat Dautova, Finance Assistant

## Our Vision

JCA will be a leading voice on the social, political, economic and cultural issues impacting Jamaicans, African Canadians and people of Caribbean Descent in Canada; and promoting the improvement of their quality of life.

## Mission Statement

The Jamaican Canadian Association is an incorporated, non-profit charitable organization, whose mission is to uphold Jamaican's motto 'Out of Many, One People' and in so doing maintain and support the cultural heritages of Jamaicans in the Diaspora.

JCA operates under the following core principles:

Respect  
Dignity  
Cohesiveness  
Excellence in service  
Visibility

Furthermore, the organization aims to improve life for Caribbean people of all heritages, people of African descent, as well as others who subscribe to our goals and objectives.



**EMPLOYMENT  
ONTARIO**



MINISTRY OF COMMUNITY  
AND SOCIAL SERVICES  
MINISTÈRE DES SERVICES  
SOCIAUX ET COMMUNAUTAIRES



**United Way**



## PRESIDENT'S REPORT

### AUDREY CAMPBELL

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#### Introduction

We are pleased to present the annual report on the activities of the Jamaican Canadian Association (JCA) for the 2012-2013 fiscal. This past year we commemorated the milestone of the JCA's 50 years as a community organization as well as the 50<sup>th</sup> Anniversary of Jamaica's Independence. The legacy of the JCA is that it has historically played an important and supportive role in the community it serves and we are confident it will continue to do so.

#### Highlights

The following is a summary of the activities of the organization:

- Under the leadership of its Chair, Sandra Whiting, this year's '**Walk Good**' team has raised over \$40,000 to date. The success we have achieved over the years would not have been possible without our faithful patrons and sponsors. I would like to take this opportunity to express our gratitude to our 25 patrons both new and returning:- Zanana Akande, Bernice Bailey, Daphne Bailey, Margaret R. Best-MPP Scarborough/Guildwood, Delford Blythe, Dr. Lancelot Brown, Kamala-Jean Gopie, , Ena Harrison, Keith Haye, Ismay Murray, Gerry Phillips, Bruce McDonald, Pam Powell, Seth George Ramocan-Consul General of Jamaica, Hon. Judy Sgro – MP York West, Mario Sergio- MPP York West, Honourable Michael Coteau, Minister of Citizenship & Immigration, Carmen Sutherland, Leon Sutherland, Barbara Thomas, Raymond Reid, Marie Clarke-Walker, Roy Williams – JCA Past President, Sandra Whiting and Dr. Sharon Whiting. Each patron committed to raise a minimum of \$500.
- The 11 organizations that partnered with JCA included – Black Business & Professional Association (BBPA) National Scholarship Fund, Collective of Black Artist, Citizens for the Advancement of Community Development, Herbert H. Carnegie Future Aces Foundation, Jamaica Visionaries Association, Markham African Caribbean Association, Ontario Black History Society, Project for the Advancement of Children (PACE), The Alliance of Jamaican Alumni Association, The Sickle Cell Association of Ontario and Tropicana Community Services.
- 'Pickney Sinting', a new fundraising initiative was introduced and organized by the former Fundraising Chair, Marcia Brown. It was a children's talent show which garnered an audience of over 500 with approximately 86 children performing. The JCA raised approximately \$8,000 from this event which took place on Father's Day.
- The annual JCA Golf Committee Chaired by Keith Mills held another successful tournament raising over \$3000.
- The building upgrades and repairs were completed utilizing the Trillium Grant matching funds. The lighting system in the entire building has been retro fitted with energy efficient lighting. This will subsequently result in reduced hydro costs. New tiles and flooring were installed in the JCA lobby and the hallway of the Board offices. New hardwood flooring was installed in halls 1 & 2. The total cost of the repairs and upgrades were approximately \$90,000.
- The JCA President co-chaired the Grand Gala in honour of Jamaica's 50<sup>th</sup> Anniversary of Independence at the Metro Convention Centre on Saturday, August 11<sup>th</sup>. The event had an audience of approximately 1500

which included the Premier of Ontario, Dalton McGuinty and the Minister of Foreign Affairs and Foreign Trade for Jamaica, Arnold J. Nicholson. At the event the JCA was presented with an award in recognition of continuous service to the Jamaican community.

- The JCA Centre was selected by the Governments of Canada and Jamaica to host a private reception for the Prime Minister of Canada, Hon. Stephen Harper and the Prime Minister of Jamaica, the Most Hon. Portia Simpson-Miller on October 22<sup>nd</sup>. The reception commemorated 50 years of bilateral relations between the two countries.

## Operations

**Chief Executive Officer (CEO):** After almost four years with the JCA, Michael Foster resigned his position as Chief Executive Officer. Mr. Foster made significant contributions to the JCA during his tenure with the organization. The Board of Directors presented Mr. Foster with a gift and thanked him for his services. The Board took a decision to hire an interim CEO for a period of 6 to 12 months to assume the current responsibilities. A permanent CEO will be hired once the new governance model is determined. A hiring committee comprised of Billroy Powell, Dwaine Osbourne, Erma Collins, the President, and Executive Secretary was tasked with hiring the interim person. We are pleased to announce that Mr. Everton Gordon was hired April 22<sup>nd</sup> for a period of one year.

**Finance Department:** The JCA has outsourced its bookkeeping services. Mr. Delford Blythe's company was selected as the bookkeeping consultant on an annual contract basis. The Treasurer and I have been working with Mr. Blythe to put appropriate processes in place, ensure comprehensive analysis of JCA's finances as well as income and expenditures. He works primarily off-site but is at JCA every Friday. By contracting out the services JCA has realized a cost savings.

**Collective Agreement:** The Collective Bargaining meetings are taking place between the JCA management team and CUPE Local 4772.01. The union has applied for Conciliation with a government mediator. The first meeting is scheduled for June 11th.

## Kwik Kopy Lease Agreement

The JCA entered into a leasing agreement with Kwik Kopy in 2003. Part of the Lease agreement gave Kwik Kopy the option to renew two (2) consecutive, five (5) year periods. The JCA gave notice of its' intent not to renew the lease when it expires March 2013. Unfortunately due to the way the lease was written initially, the tenant has the right to exercise the option and the landlord has no recourse. JCA is locked into another 5 year lease as per the original lease signed in 2003. This is the last five (5) year option at their disposal which will end in 2018. They are actively searching for a new location. We are currently in discussions with Kwik Kopy regarding a month to month leasing agreement and incentives to moving.

**The Future of the JCA:** A working group chaired by Adaoma Patterson, board member, and comprised of Roy Williams, Miah Bailey, Herman Stewart, Kamala-Jean Gopie, Erma Collins, Vincent Conville, board members Audrey Campbell, Sylvanus Thompson and staff member Paulette Crooks-Drummond was created to look at how to ensure JCA continues to meet the needs of the community. This included a review of demographic data on Ward 8 as well as the Jamaican, Caribbean & Black communities in the GTA. With the assistance of the strategic planning consultant provided by United Way, the group reviewed JCA's mission, vision & values statements. On June 14 a community forum entitled *if JCA was created in 2012, What Would it Look Like?* More than 30 participants attended the session which included a panel discussion with Sandra Carnegie-Douglas, Herman Stewart and Dr. Sheldon Taylor. Participants were very engaged in the discussion about challenges and opportunities facing the Black community and how the JCA can respond. Subsequent meetings have been held with stakeholders. Updates will be provided at the AGM. The goal is to recommend a new governance model and determine whether the social services operations should legally separate from the membership services.

**Social Services Strategic Plan:** The Executive Secretary also headed up the team to create a three-year strategic plan for the Social Services. Working with the consultant provided by the United Way, a comprehensive plan that addresses increased client engagement and access, a focus on outcomes and performance of the programs, outreach and fundraising has been created. The membership was presented with the five strategic objectives in November 2012 and approved by the Board in February 2013. The Board will approve the completed plan at the next board meeting.

**United Way:** Susan McIsaac, United Way President & CEO and Paul Barnett, United Way Board of Trustee Member met with the JCA Board of Directors in the fall of 2012. A presentation on the programs and services that the JCA offers was made by the Board in order for Ms. McIsaac to gain a better understanding of JCA's community involvement and impact. At the end of the meeting Ms. McIsaac confirmed United Way's commitment to continue the relationship with the JCA.

## Advocacy

**Gun Violence in the Community:** Along with other community organizations, the President attended meetings with Chief Bill Blair, Premier McGuinty and Mayor Rob Ford to discuss methods to address this issue. The meeting with the Premier was convened and chaired by Min. Margarett Best with Min. Eric Hoskins and Min. Michael Couteau in attendance. The message from the community was that long-term sustainable investment in social programs would 'prevent and allow for intervention' before it results in situations that require police involvement. Chief Bill Blair invited the JCA & Tropicana Community Services to participate in the press conference at Police Head Quarters on July 26<sup>th</sup>.

**Bill C43:** A letter was sent to the Minister of Immigration, Jason Kenny, to raise concerns regarding the nature of Bill C43. JCA invited producer Sudz Sutherland to a quarterly meeting to discuss his film Home Again which tackles the complex issues of deportation. Mr. Sutherland spoke about his advocacy efforts relating to Bill C43 including a petition which was put on the JCA web-site.

**Damiean Muirhead, York Regional Police:** A letter was sent to the Chief of York Regional Police regarding the treatment of Constable Damiean Muirhead. The young Jamaican officer is under internal review for not reporting a racial incident against himself. The Chief was unable to provide any comment on the matter because it is currently under review.

## Challenges

While we have seen success in some areas we are still facing significant challenges. As you are aware, governments continue to scrutinize program funding in light of government deficits and budget constraints. A number of agencies have had their funding reduced or eliminated as governments continue to cut spending.

The JCA has been very fortunate until recently. The funding to our Settlement Program Coordinator position has been reduced by 50 percent for the 2013/2014 year. There has been no increase in our funding and we recognize, especially with the City of Toronto, there may be further changes & reductions. In light of this we continue to explore alternate funding and ensure our programs are having a positive impact on the community.

We are faced with escalating building repairs and maintenance fees which put undue stress on the cash flow and the line of credit. To alleviate the situation the Board, with the approval of the Membership, shifted the debt off the line of credit to the mortgage. The Treasurer will expand on this in his report. The Board is currently conducting an analysis of all costs surrounding JCA events and overall expenses. We are also looking at creating a long term and short term fundraising plan. We need to develop a sustained revenue base.

The JCA Governance model also continues to be a challenge. The current structure requires up to 30 hours per

month of volunteer hours from board members. In cases where there is a vacancy in a particular Board position, the workload is shifted to another Board member with tasks for events supported by all Board members. This structure is leading to rapid burn out amongst members and creates challenges in recruiting new Board members. This is being addressed via the working group reviewing the governance model.

## Outreach

- June 23<sup>rd</sup> – Attended meeting re presentation of Diaspora Bonds at the Jamaican Consulate. The purpose of the meeting was to introduce the concept of Diaspora Bonds and get feedback. The proposed initiative will encourage Jamaicans living in the diaspora to purchase bonds that yield a 3 percent interest rate and funds will be provided in the currency of the country purchased. The scheduled date for the launch of the Bonds was to be Spring 2013.
- June 24<sup>th</sup> – Represented JCA at the Alliance of Jamaican Alumni Association's Graduation Program. The event celebrated young black students graduating from high school with exemplary grades and community service records. These students have received bursaries from the Alumni Association to further their post secondary school education.
- Aug. 14 - JCA was one of the sponsors of the Jamaica Ex Soldiers presentation of the Jamaica Military Band.
- Oct. 20<sup>th</sup> - attended the York Regional Police's 'One Love' Fundraiser. The fundraised at this event went to benefit the annual mission trip to Jamaica by the York Regional Officers including the Chief, Eric Joliffe. This year the officers installed solar panels on orphanages in Mt Tabor.
- Oct 24th, attended the Canadian Club luncheon which was to feature the Prime Minister of Jamaica as guest speaker. Due to the fact that Prime Minister had to cut her visit short because of Hurricane Sandy, the Minister of Foreign Affairs, A J Nicholson, presented her speech to the audience.
- Oct. 27<sup>th</sup> - Saturday afternoon attended the luncheon in honour of the new Consul General to Cuba, Javier Domokos Ruis, put on by the Cuban Association.
- Nov. 3<sup>rd</sup> - Attended the Jamaica Ex Soldier's banquet. They are considering holding their 2013 fundraiser dinner at JCA.
- Nov. 10<sup>th</sup> – At the invitation of the Dean of Ryerson, the JCA President attended the memorial service for the black soldiers that fought in the war of 1812.
- Nov 10<sup>th</sup> evening– Attended Markham African Caribbean Association's annual scholarship dinner. The guest speaker was Dr. Avis Glaze.
- The JCA President, Hamlin Grange-Diversipro, Mark Beckles-RBC, Gervan Fearon-Ryerson University, Sharon Shelton-Tropicana Community Services, Mitzi Hunter- Civic Action, Danielle Dowdy & Peter Sloly-Toronto Police Service formed an adhoc committee to focus on issues within the Black community. As background, this adhoc committee was the result of a meeting held at JCA January 2012 which was organized by Peter Sloly to commemorate the anniversary of the election of President Obama and examine the progress we have made in light of this significant occurrence. The outcome was to take a pro-active look at the issues affecting the black community and have discussions and action plans to address it.
- November 17<sup>th</sup>, 10 am – 4:30 pm. at Ryerson University, 245 Church Street, the follow up meeting held. At this forum the group focused on the key social indicators affecting our community: Economic wellbeing, education, employment, health, housing, justice & safety. There were two engaging guest speakers at the forum, Dr. Catherine Chandler-Crichlow, Executive Director Centre of Excellence in Financial Services and Lekan Olawoye, Executive Director, For Youth Initiative. Dr. Chandler-Crichlow spoke of creating strategic intent in order to achieve outcome and Lekan Olawoye spoke with passion of achieving ones goals in spite of the perceived obstacles. The event was well attended and the group was honoured to have the Hon Jean Augustine in attendance.

- Jan 31<sup>st</sup> - Attended the United Way Annual Fundraiser Dinner where it was announced that \$116 million was raised with this years' campaign.
- Feb 2<sup>nd</sup> – Attended the annual York Regional Police Black History Month Event. Lincoln Alexander and Herbert Carnegie were honoured for their contribution to society.
- Feb 9<sup>th</sup> - represented JCA at the African Canadian Awards at which Raphaelita Walker, JCA member, was honoured for her community work.
- Feb 14<sup>th</sup> – Attended the launch of the Caribbean-SickKids Paediatric Cancer and Blood Disorder Project. The goal of the project is to have trained paediatric oncologists in the Caribbean. The project needs to raise \$8 million.
- Feb 16<sup>th</sup> – Attended Jamaica Ex Soldiers annual Black History Month event. The guest speaker was former Canadian Olympian Sprinter Molly Killingbeck. She spoke to the youth about the importance of rebounding from defeat.
- Feb 18<sup>th</sup> – In celebration of Black History Month a Black Family Skate Day was organized by the JCA President, Hamlin Grange-Diversipro, Mark Beckles-RBC, Gervan Fearon-Ryerson University, Sharon Shelton-Tropicana Community Services, Mitzi Hunter -Civic Action, Danielle Dowdy & Peter Sloly-Toronto Police Service at Herbert Carnegie Arena. Over 100 adults and kids participated in the fun filled skating day from 11 am to 1 pm. The cost of the rental of the skates and hot chocolate were sponsored by RBC.
- Feb 20<sup>th</sup> – Attended the Candle Light Vigil for Jarvis Monteque, the 15 year old boy that was gunned down in front of his home. Condolences were offered to the family on behalf of the JCA for their loss. His body back was shipped to Jamaica for burial and the JCA centre was used to host a fundraising event to offset the cost.
- Feb 21<sup>st</sup> – Attended the Premier's annual Black History month reception. The event was hosted by Minister Michael Couteau and the new Premier Kathleen Wynne.
- Mar 8<sup>th</sup> – JCA Domino Club annual dinner

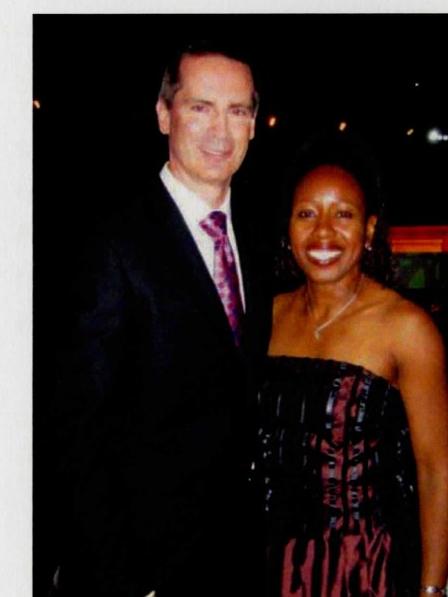
## Closing

There are three board members that will be leaving the Board this year. Charmaine Sewell, Women's Committee Chair has served three consecutive two-year terms. She has grown the Committee in membership and raised the bar on its events. Her willingness to assist with any project and her support of all things JCA will be missed on the Board. Janet Samms will not be seeking election as the Assistant Secretary to the Board. Ms. Samms not only fulfilled her duties as Assistant Secretary but also served on the Membership and Walkathon Committees. Pam Reynolds, Membership Chair, has served three consecutive two- year terms. Mrs. Reynolds was a hard working

member of the Board who carried out her duties efficiently and effectively. Even though they will no longer be members of the Board they have committed to continue their relationship with the JCA. On behalf of your fellow Board members, it has been our pleasure to serve with all of you.

The upcoming year, 2013, represents a year of change. We are committed to making significant changes to the way JCA governs, raises funds and engages a broader cross section of our community.

Thank you to the members, staff, funders and sponsors that have contributed to the success of the Association and we look forward to your continued support.





## REPORT OF THE INTERIM CEO

### Everton Gordon

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Greetings everyone! It is wonderful being on board at JCA! I have been here since April 22, 2013 and quickly realizing that we have a “very hard road that we still have to travel and a mighty long way that we will have to go” in rebuilding the “brand” both in reputation and service that is represented through JCA. First, I would really like to take this opportunity to say a Big Thank You to the Hiring Committee for the courage and confidence they showed in hiring me. In particular, I would graciously like to praise and acknowledge the exemplary leadership coming from the Board’s President, Audrey Campbell who, along with Adaoma Patterson and Sylvanus Thompson formed the three Member Transitional Team charged with supporting and energizing me throughout the early phase of this very dynamic but engaging process! As well, I truly appreciate the warm and “spirited” welcome and reception that I have been receiving from everyone, including the Members of the Board of Directors, staff and the General Membership. Clearly, you all have infused in me strong feelings of positivity and the belief that if all “put our shoulder to the wheel” and that we can tackle and overcome some of the major problems, issues and challenges that the organization is currently facing.

During the past fiscal year, 2012 – 2013 JCA has continued to be a pillar of strength for the multiracial and multicultural community it serves. Indeed, the past year brought about lots of changes. For instance, after almost four years with the organization, Michael Foster, the previous CEO left and we outsourced the finance department. Additionally, there are increasing pressures from funders to ensure targets are met and clear outcomes identified. The coming fiscal year will see reduction in funding for the Newcomer Settlement Program as well as implementation of the new three-year strategic plan for social services. My mantra is for us, moving forward is to manage “change without chaos”!

Thanks to all our donors, funders and friends of the JCA who for so many years have given generously of the time and talent as well as in providing financial and other resources which are enormous in terms of the difference these contributions allows us to do throughout the year. Fundraising continued to be vibrant at the JCA. We are hoping to get more participation in fundraising events such as the walk-a-thon which was skillfully planned and brilliantly executed by Sandra Whiting and her team. We need to expand on such efforts in the future.

## **NEWCOMER SETTLEMENT AND ADAPTATION PROGRAM**

The Settlement and Adaptation (SAP) program serves newcomer clients who have been in the country 3 years or less. This is the program that has seen major cut-back in funding. The program includes one-on-one counseling, referrals, immigration/sponsorship applications and focus groups. Last year our SAP counselor conducted outreach into the immediate community and in the surrounding areas of Brampton and Mississauga. These outreach initiatives were extended to include charitable organizations such as HAMAP, ICAN and Brampton Neighborhood Resource Centre. Efforts were also made to develop partnerships with other agencies to bridge the SAP service gaps at JCA and to reach a wider demographic area. The counselor attended meetings and conferences during the year, to enhance professional development in settlement worker's job. The SAP program served over 148 clients during the year.

## **EMPLOYMENT ONTARIO PROGRAM**

Our Employment Ontario service has been in existence since August 2010 providing Planning and Coordination of Client Service, Job Search, Job Placements and Incentives, Job Retention, Referrals to other Programs and Resource and Information to job seekers.

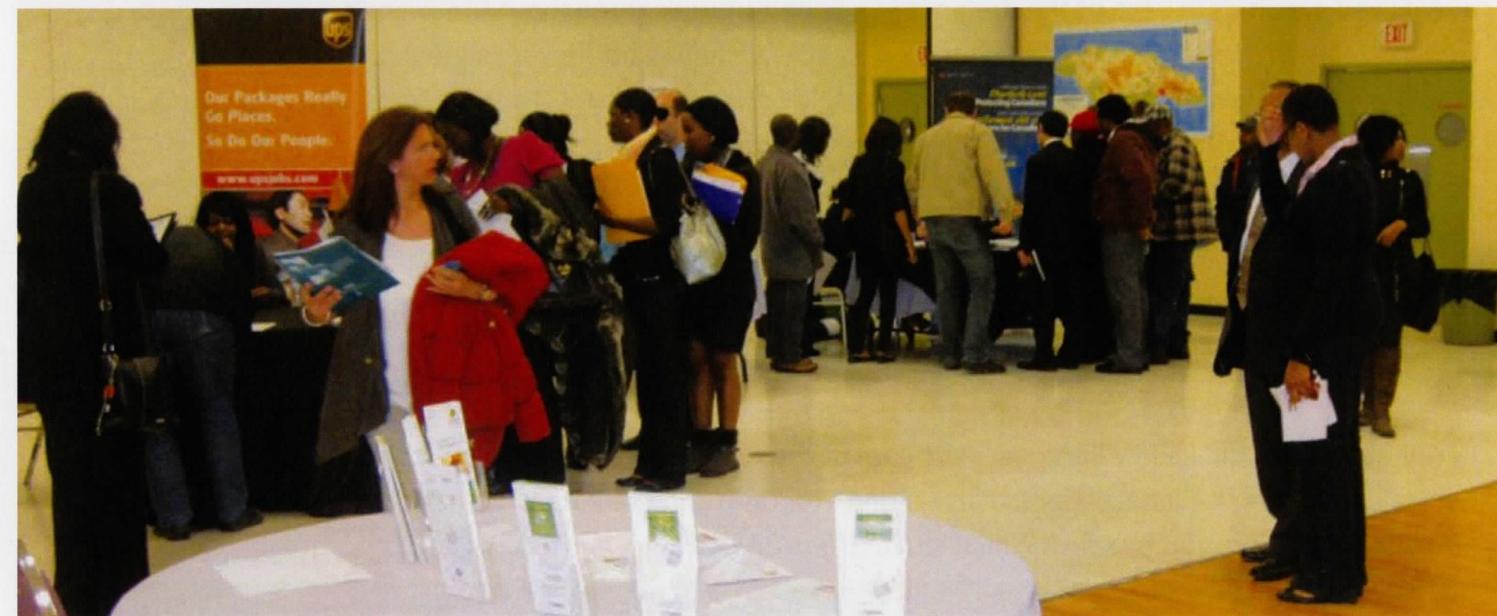
### **OUTCOMES:**

	<b>Target</b>	<b>Outcome</b>
Customer Satisfaction	85%	100%
Service coordination	30%	48%
Employed/ Career Path	72%	74%
Training/ Education	10%	16%
Suitability	25%	37%
Number of Assisted Service participants	120	99-(83%)
Number of RI Workshop/ info Session participants	250	317 (127%)
Overall Annual Target (Value)	5.39	6.19

We continue to assist clients with Second Career applications and to advocate on their behalf with the Ministry of Training Colleges & Universities. As a result, these clients refer their friends and relatives to our service as most of our intake is through word of mouth.

Each month we conduct workshops to assist job seekers with improving their interview skills, resume writing, accessing the hidden job market etc.

The staff of Employment Services held two Job Fairs ( April & October 2012) and three hiring events during this period, 22 employers and agencies and over 270 participants were in attendance.



## **THE VIOLENCE AGAINST WOMEN (VAW) PROGRAM**

The Violence Against Women (VAW) Program plays a critical role in empowering victims of abuse, building women's self awareness/self-esteem, as well as strengthening women's success in escaping different forms of violence. The VAW program is guided by a feminist anti-oppressive philosophy, which serves to empower, motivate, and build resiliency, autonomy and self efficacy in women and their children. On an ongoing basis, the VAW program provides one-to-one counseling, advocacy, crisis and housing supports, legal accompaniment, follow-up, outreach and referral supports to women and their children who have experienced or are experiencing emotional, physical, financial or sexual abuse, including historic sexual abuse in childhood. The program supports women in their decisions and provides safety planning that reflects women and their children's immediate needs. Most significantly, the program promotes women and their children to their right to a life free of violence.

In the fiscal year 2012 - 2013, of the 76 women and children served approximately 88% were granted Landed Immigrant Status, and are now living a life free of violence.

## **YOUTH OUTREACH WORKER PROGRAM – NORTH QUADRANT**

The Youth Outreach Worker Program (North Quadrant) is currently entering its 7th year, perusing our mission to provide opportunities to our youth for them to realize their full potential and become active, productive members of society. During the past fiscal year, Youth workers the North Quadrant have successfully connected to nine hundred and seventy five (975) new youth, made over five hundred referrals (500) to one hundred and forty seven 147 programs and services.

Each Youth Outreach Worker hosts initiate and assist in implementing a variety of unique events and activities in each of the designated neighbourhoods throughout the year, for youth to participate in. They include afterschool programs, ( including homework support), employment workshops, financial literacy forums, life skills groups, recreational activities (including basketball tournaments), cooking classes, girls and boys groups, ice skating, barbershops, movie outings, back to school events, special cultural specific trips and much more. Every event is free and open to youth 12 – 24 years old.

## **CARIBBEAN YOUTH AND FAMILY SERVICES DEPARTMENT (CYFS)**

Caribbean Youth and Family Services is the core of the JCA's Social Services that involves: Centralized Intake; K-Club; Leader in Partnership Program; and the Parenting Program. CYFS also comprises of culturally specific Individual, Group and Family Counselling geared towards but not limited to youth and their families. CYFS employs a multi-disciplinary, systemic treatment model that includes the family, community as well as other professionals.

### **Centralized Intake:**

This component is comprised of an individual in-depth psycho-social assessment which is completed in a supportive, empathetic and non-threatening environment for every client who comes to the JCA seeking services. It involves service needs identification, and provides the team with the necessary information needed to decide whether the organization can provide services to adequately meet the client's needs. Once this is determined the file is either referred internally to a counselor or transferred out of agency to more suitable services. The Intake Worker also provides information, advocacy, telephone counseling and referrals on an ongoing basis to callers and walk-ins who may not necessary become clients of the clinical departments.

**April 1, 2012 - March 31, 2013:** 204 new clients were accepted for services through the JCA's Clinical Departments. In addition 25 new clients were served via the LIP Program.

### **Leaders in Partnership Program:**

The Leaders in Partnership (LIP) program, an initiative developed by the Jamaican Canadian Association (JCA), in partnership with the Toronto District School Board and the Toronto Police Service Unit 31 Division. The Leaders in Partnership (LIP) program is designed to address the social and emotional needs of children in developing a more positive attitude towards school and their community. LIP is designed for children between seven and twelve years old. The program is offered over the lunch period for a 10 week duration usually within three schools per semester. However we were only able to conduct the program in two schools during the past year mainly due to the teachers Work to Rule.

**Brookview Middle School:** 14 students attended and 5 graduated on February 4, 2013

**Yorwoods Gate Elementary School:** 11 students attended and they all graduated on February 13, 2013.

The LIP program is presently in Elia Middle School. Students who will participate and complete this ten week program will be awarded with certificates of Achievement or Certificates of Participation.

Currently 18 students are participating in the program at Elia Middle School.

*On April 23, 2013 Brookview Middle School awarded a Certificate of Appreciation to the Jamaican Canadian Association for our partnership with them to support positive engagement and social skills.*

### **Parenting Program:**

The JCA'S Parenting Program has been a popular program with parents, schools, child protection agencies within the Greater Toronto Area as well as surrounding areas in Ontario.

The Parenting Program provides individual support, family mediation, telephone counseling, and crisis intervention to individuals and families. The program is also involved in referrals to community resources, dealing with custody issues, visitations, home assessments, family court parental assessments, (Criminal & youth courts), and advocacy.

The Parenting Program consists of weekly group, as well as family and individual counselling sessions.

Parent Group: (Mondays 5:30p.m-7:30p.m.)

Parent/Child Group: (Thursdays 5:30 pm.-7:30p.m.) For Ages 0-12

This program is designed to focus on parents who require less intensive intervention. Parents will gain confidence through supportive counselling to enhance their parenting abilities and learn different techniques such as: parent/child relationship, how to reward positively, connecting with the positive peer group that will help their child/children progress.

Parenting Program Group Sessions started on May 28, 2012 and ended on July 30, 2012, with a graduation. 25 certificates of participation were awarded to the parents upon completion of this 10 week program.

Presently 28 parents and 22 children are registered in the program of which 11 children attend regularly; the other 17 children are either in the care of C.A.S./C.C.A.S or other care givers. We are engaged in intensive advocacy, case management and case conferences to successfully unite these children with their parents.

The Parenting Program draws on all its elements in providing parents with training to help them enhance the quality of their relationships with their children and be able to employ parenting strategies and skills in raising pro-social, competent and healthy children.

During the period from April 01, 2012 to March 31, 2013 a total of 45 new clients were assigned to the Parenting Program.

Parent Program Group Sessions started on April 15, 2013 and are currently in progress on Mondays from 5:30p.m-7:30p.m.

### Example of JCA's Impact

To: Paulette Crooks-Drummond

Subject: THANK YOU

Dear Dr. Drummond,

I hope you are doing well today. There are no words to describe how I felt last week when I saw you in court. Your support helped me stay strong and optimistic about the future. You are so a loving and giving person; Every time I see you or just think of you, I have some strength to go through my days. My days are extremely difficult right now, but I have faith it is going to be better one day thanks to you. I don't know any stronger word than thank you to say to you.

THANK YOU VERY MUCH for the support.

ENDLESS THANKS

Have a nice day and a wonderful long weekend.

Happy Thanksgiving,

### K-Club: K-Club:

"K" Stands for "Kujichagulia" and is Swahili for "self-determination." This program offers individual counseling, anger management, conflict resolution and related issues for clients in the 16 to 26 age group. The program also offers 10-week group sessions. There is a great demand from the justice system, schools, parents and clients for this type of program and through our intervention clients have received reduced sentences from the courts.

The K-Club assists young men and women ages 16-26 of Caribbean and other ethno-cultural heritage make the transition to a successful integration into family and community life. Advocacy, individual and group sessions continue.

### Linking the Law and the Communities:

Accessibility of the justice system has been questioned by various communities. The K-Club is addressing these issues by linking the law and the communities. This is done by an ongoing partnership between JCA and Ontario Justice Education Network (OJEN) which was developed in 2007. This partnership exposes young people to civic institutions, career options and democratic process. This promotes accessibility by developing young people's familiarity with

the justice system before they are involved in a dispute. It also exposes the public, especially youth, to the workings of the courts and the importance of the justice system to a healthy democracy. The JCA/OJEN partnership engages the youth in a Mock Trial. Three times per year the K-Club group sessions attract six persons from the Ontario Justice System (Crown Attorney, Duty Counsel, Youth Court Action Planning Program, Judge, Probation Officer and Police Officer). It is our wish that this type of dialogue with members of the Ontario Justice System will assist in breaking down some of the barriers and bring about positive relationships between the system and the communities, especially our youth, in the more at risk areas.

We continue to receive more Caribbean-descent male aged 16 – 26 than females. During the period of April 1, 2012 to March 31, 2013 the **K-Club** Served 35 new clients. A vast number of these cases are from blended families with no active role from their biological fathers.

It should be noted that during the past year the K-Club counselor has assisted many youth with getting their charges disbanded and / or reduced, getting them re-enrolled in schools as well as helping them secure appropriate summer and permanent employment. The counselor has also worked closely with their families to ensure that the identified issues are addressed at home as well thereby ensuring a more permanent success for the youth.



## VICE PRESIDENT, VOLUNTEER SERVICES

### DR. SYLVANUS THOMPSON

#### Introduction

During the period under review, the Vice President, Volunteer Services, was involved in several JCA events/activities, including:

- Independence Gala Planning Committee (Chair)
- Staff/Management Labour Relations Committee
- Collective Bargaining Team (early stages)
- Finance Committee
- North York West Chapter (JCA) Spelling Bee of Canada (Chapter President)
- Scholarship Awards Committee (Chair)
- Management Committee
- All Committees Meeting

#### Scholarship Awards Program

The JCA Scholarship Awards Program was established in 2003 to provide financial assistance to students from the Caribbean/African communities, who are pursuing post-secondary studies in Ontario Universities or Colleges. This is in keeping with the Association's mandate of outreach and responding to the educational needs of the community. In addition to outstanding academic achievements, recipients must demonstrate leadership qualities and commitment to community development through volunteering, community participation and active involvement in extra-curricular activities such as sports and culture.

The JCA is able to achieve this mandate through the generous support from the various scholarship donors, sponsors and others who made significant contributions to the scholarship fund. This collective generosity resulted in the awarding of over \$300,000 since the start of the program in 2003. It is worthy to note that some donors, including Dr. Ezra Nesbeth, Erma Collins, Mary Anne Chambers, York Regional Police, Ryerson University, Humber College and Dr. Lancelot Brown have been a part of the program either since its inception or very early after that. On its 10<sup>th</sup> Anniversary in 2012, and in celebration of the JCA's 50<sup>th</sup> Anniversary, the goal was to provide no less than fifty scholarships/bursaries at the Awards function which was held on September 15. The various new 2012 Scholarships such as the Jamaica 50<sup>th</sup> Legacy Scholarship and the Dudley Laws Memorial Scholarships contributed to achieving that target. The theme for the event was "*Tomorrow Belongs to Us: The Legacy Continues*" and the keynote speaker was Emily Mills of CBC.

### **North York West (JCA) Chapter Spelling Bee**

The 2012/2013 Regional Finals for the North York West Spelling Bee of Canada Chapter was held on April 7 at the JCA. Close to 150 students, including a strong contingent from the African-Canadian community, participated in the event for all three categories: Primary, Junior and Intermediate. The JCA, through a dedicated team of volunteers, conducted several coaching sessions and a "Mock Bee" prior to the competition to help in preparing the students for the finals. The top participant from each category represented the JCA at the provincial finals.



### **50<sup>th</sup> Anniversary Gala**

Approximately 400 persons attended the JCA's 50<sup>th</sup> Anniversary Gala, held on Saturday, July 21, 2012. The keynote address by Senator K D Knight was well received and based on feedback the overall event was a very successful one. Special guests included Her Excellency Sheila Sealy Monteith, High Commissioner to Jamaica; Honourable Judy Sgro, MP; MPP Mario Sergio, Honourable Alvin Curling; Justice Aston Hall; Mr. Seth George Ramocan, Jamaica's Consul General to Toronto; York Regional Police Chief Eric Jolliffe and Toronto Police Services Deputy Chief Peter Sloly.



### **All Committees Meeting**

Two (2) All Committees Meetings were held during the period under review.

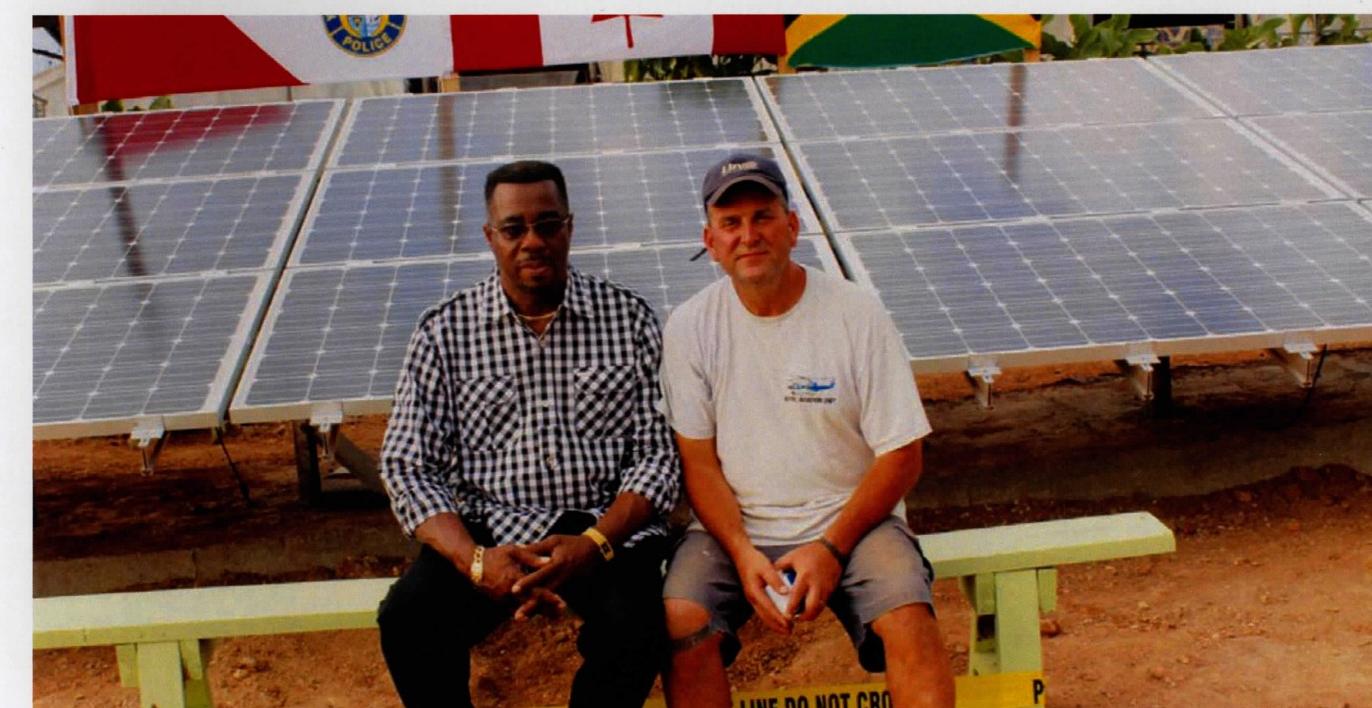
The very lively discussions included suggestions on improving membership, particularly for the Youth Committee and providing membership incentives. There were recommendations relating to: indoor activities, debating competitions, increased outreach, volunteer recognition, open house, karate classes, vending machine, and monthly membership social. These topics were further explored at a subsequent Board Meeting and an Action Plan developed to review and implement where possible.

### **Labour Management Committee**

Two Labour Management Committee meetings were held during the year, to address staff concerns without involvement of the Union. Issues discussed included painting of the Social Services area, Job Descriptions, Staff Professional Development and In-service Training, and Health and Safety Committee.

### **Other Activities**

The VP, Volunteer Services, also represented the organization at various community events. This included a visit to Mount Tabor, in Jamaica, to observe the solar panels project completed by York Regional Police for Friends of the Poor. Additionally, the VP participated in various Canadian Forces diversity recruitment influencer activities. Assistance was provided in enhancing and updating the Membership Database.



The 2012 - 2013 year was another busy one at the JCA! We, along with Jamaica celebrated our 50th anniversary - what an amazing year of celebration and reflection. We began a comprehensive review of our current structure and governance model, partnered with Jamaica 50th Committee to host a spectacular Jamaica 50th celebration, renovated the halls and, continued to provide important services to the community. Here is a snapshot of our year.



## MEMBERSHIP SERVICES REPORT

### PAM REYNOLDS, CHAIR

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#### Introduction

During the past year, the committee reviewed and undertook the following:

- Reviewed past/future events under the committee's mandate
- Developed an incentive package – draft was sent to Board/Membership
- Made recommendations for an increase to the membership fees – draft is before the Board
- Developed an established an outreach plan to take the JCA to the community
- Developed and established an internal plan to recruiting members
- Plan for Member services at Quarterly Meetings in September and November

The membership database was reviewed and upgraded in order to generate useful management reports. Many members should have received renewal notices during the past several months and thanks to those of you who have sent in your dues.

The membership committee over the past several years focused on outreach as part of the recruiting and retention process. This past year many youth joined the organization. The benefits package continues to be a work in progress which is a part of the Committee's work plan.

The Wishing Well Group continues to be responsible for offering compassionate support to members/families in the event of illness or bereavement by arranging hospital/home visits and /or sending cards as appropriate.

The Annual Picnic – Three busses went to Crystal Beach, Fort Erie in July 2012. This year we will be taking the road east to Cobourg Ontario.

The Flag Raising Ceremony: Combined with other Independence events the raising of the Jamaican Flag was quite spectacular event to watch for the 50<sup>th</sup> independence. Many important members of the community including politicians, representatives from government agencies, the consular corps, JCA members and members of the community were in attendance.

The Annual Seniors Brunch was very successful. A big hand goes out to Ms. Nelson, the Board of Directors, Mary Green and Herbert Green for making the event the success it was.

From the period of April 1, 2012 to March 31, 2013 we signed up **173 new members and 387 renewals**. Our records indicate that we have 560 active members and 800 inactive/dormant members.

## FUNDRAISING COMMITTEE'S REPORT

### KEITH HAYE, CHAIR

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#### INTRODUCTION

When the Committee had its first meeting under the new chair in July 2012, the traditional fundraising activities for the JCA were examined against the backdrop of the findings of the Fundraising Task Force and the impending Fundraising Audit. The Fundraising Audit is a United Way initiative geared towards providing a framework for fundraising for the next three to five years. The Fundraising Plan was expected to be completed by November 2012 and presented to the JCA, however to date this has not materialized. Former CEO Michael Foster played a major role in the preparatory work towards this project. The pro-bono consultant considered an expert in fundraising management, provided by United Way Toronto was expected to assist us with the following:

- Fundraising Program Design
- Capital Campaign Management
- Grant Proposal Writing
- Major Gift Giving
- Annual Programs Design

The Committee continues to lend its support to the traditional fundraising activities of the JCA and anticipate that the Fundraising Plan will be presented and executed in the new fiscal year. The Committee is especially confident of the teams assembled to execute the Annual Walk-A-Thon and the JCA Golf Tournament and believe that the results will justify that confidence.

The screening of the Jamaican film 'Ghetto Life' as a result of an initiative by Roger Dundas of 404 Media Group was supported by members of the JCA. Part of the proceeds was promised to be donated to the JCA. An official presentation of the first cheque is still pending. Screening of this film continued at various Ontario locations with the understanding that part proceeds would go to going to the JCA.

The fundraising strategies for the new fiscal year may be summarized as follows:

- Corporate sponsors
- Mail Order
- Individual Giving or Gifting
- Bequests and Insurance
- Funeral donations in lieu of flowers
- JCA Fundraising Day
- Fundraising Events

The details for the non-traditional events (such as Bequests and Insurance) will be explained as the year progresses.

The proposed plan for the new fiscal year includes offering corporate sponsors opportunities at the following events:

- Independence Gala
- JCA Golf Tournament
- JCA Picnic
- Women's Committee Event
- Senior's Brunch
- JCA Walk-A-Thon
- Pinckney Sinting
- JCA Scholarship Awards Program
- JCA Children's Christmas Party
- Major Fundraising Raffle

Year round or event-based Corporate Sponsorship of spacing such as:

- Halls 1 and 2
- The Screen
- Stage
- Podium
- Coat Check
- JCA Bar
- JCA Piano

The details and plan for execution of the above will be determined by the Committee and input from general membership will be welcome. General membership is being asked to suggest companies/sponsors or strategies to enhance our fundraising efforts. A competent and committed Fundraising Committee is required to execute the plans as suggested above. Our efforts will also encourage persons with community and corporate connections to serve on the Committee.

## PUBLIC RELATIONS ANNUAL REPORT SIMONE BANTON, INTERIM CHAIR

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### SOCIAL MEDIA WORKSHOP

On Saturday Feb. 2, 2013 we hosted a social media workshop designed to introduce and train persons interested in navigating the web and social media tools. Dwaine Osbourne facilitated a productive session and those in attendance appreciated the insights given. Upon request we are willing to host another workshop.

### OUTREACH

Public Relations committee continues to attend various events in an effort to promote the JCA and encourage new membership. With this process we were able to attract new members who have also joined the PR Team. We are excited as we get ready to launch our summer marketing campaign.

### NEW PLANS FOR PRODUCING QUARTERLY NEWSLETTER

In consideration of the increased concerns towards high cost of producing our quarterly newsletter; the team focused our efforts toward seeking methods to reconcile our current challenges.

#### Affordable Printing Cost:

We sought 3 quotes and chose the least expensive company that also provides high quality product presentation.

#### Structured Layout Content:

- Consistent updates of Social Services and Membership Activities
- Highlights of community activities
- Engaging articles (Finance, Education, Health, Comedy, Recipes etc...)

#### Marketing Methods:

- Online Promotions
- Posted at [www.jcaontario.org](http://www.jcaontario.org)
- Post on JCA Facebook and Twitter pages



## Distribution

- Eblast to JCA staff & members and partnering organizations
- Delivery to partnering organizations and at community events

## Advertising Packages

Advertising rates are implemented in an effort to contribute towards expenses in producing the newsletter. We welcome all advertising materials.

For rates contact 416.746.5772 ext. 454 or email: [publicrelations@jcaontario.org](mailto:publicrelations@jcaontario.org)

## IMPROVING JCA WEBSITE

We have listened to all the concerns/suggestions given to improve JCA's website and are currently working towards implementing the necessary changes that will reflect an improved representation of our Social Services and Membership.

A representative from social services and PR met in January to discuss and develop an effective structure for the new layout JCA's Website. This process will take 5 months to complete. Further updates will follow.

## SOCIAL MEDIA

Our goal was to increase the volume of visitors to our website and we have successfully done so. These mediums serve as an extension that creates awareness of JCA activities and the ongoing support we provide within the community.

### Facebook

2011-2012 = 400  
2012-2013 = 1,028 (combined group/fan page)

### Twitter

2011-2012=262  
2012-2013=514

### Visitors to JCA Website Comparison

2011-2012=88,400  
2012-2013 =169,474

It has certainly been a great experience volunteering as JCA's acting Public Relations Chair since August 2012 and I look forward to continue working with the Team as we represent JCA at its best to all.

## **WOMEN'S COMMITTEE**

### **CHARMAINE SEWELL, CHAIR**

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#### **INTRODUCTION**

The Women's Committee experienced another successful year planning and hosting events in keeping with our mandate to highlight and address issues affecting women.

The agency-recipient for the 2012, "Community Gifting" was Humewood House for Women. The centre provides housing and social support for young mothers and their children. The women's committee is asking everyone to remember to support this event by making donations of personal items, small appliances or gift cards. A complete list of items is available through the committee.

#### **INTERNATIONAL WOMEN'S DAY**

Our 13<sup>th</sup> Annual International Women's Day, "Women Recognizing Women"(WRW), celebration was a success. Among this year's guests were Jamaica's Consul General to Toronto, Mr. Seth George Ramocan; representative from Honourable Judy Sgro's office; and Chief Commissioner of the Ontario Human Rights Commission, Barbara Hall. Our keynote speaker was **Marie Clarke Walker**, Executive Vice President of Canadian Labour Congress. **Marci Ien**, co-host of CTV's morning show Canada AM was our Mistress of Ceremonies for the day.

The WRW recipients were: **Dr. Enid Collins, Lisa Marshall and Jennifer McFarlene**. During the programme we paid special tribute to Beverley Johnson for community advocacy and her unwavering support to the women's committee and JCA, over the years.

This year's celebration was in collaboration with the Women's Intercultural Network (WIN). President, Talat Muinuddin and her committee made several presentations, one of which, the Vera P. Singh Community Volunteer award, was presented to Sheila Raymond for her years of community service.

In keeping with our mandate to support women and small businesses, we again incorporated exhibitors as part of the IWD activities. This offered business owners from a variety of professions and fields the opportunity to promote their businesses and products to the community. This year we had 8 exhibitors for the event.

#### **ACTIVITIES**

In April we hosted a CPR training course coordinated through Desjardin Financial. The training was provided by the Heart and Stroke Foundation and Toronto EMS. The training was provided by the Heart and Stroke Foundation and Toronto EMS.

For the 2012 - 2013 fiscal we continued to grow and build on our successes. During this period we welcomed new member, **Penny Williams**.

For the coming year we will continue activities in community outreach to make connections with other women's groups and attend related conferences. The JCA website is being utilized to promote the committee, its activities and events.

On Saturday, June 22, 2013 we will be hosting a financial conference. Please contact members of the women's committee for more details.

The Women's Committee would like to express our gratitude to everyone who continues to give of their time and expertise in support of our vision. Our objective is to promote socio-economic equality for all women and to bring awareness of issues impacting women, everywhere. We remain dedicated to our mission and our vision for growth is unwavering.

## **YOUTH AFFAIRS COMMITTEE**

### **Lance Roach, CHAIR**

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The main purpose of the Youth Affairs committee is to recruit and engage youth in the JCA. Engaging youth in meaningful ways at the JCA has been and continues to be difficult. This position has been really challenging but I still manage to have a couple key people that are willing to act in the best interest of the organization.

Over the past year I have been networking with other youth groups in the community. The next phase of the plan is to network and find out where major sport activities are taking place within the GTA. This would be a major step once we find these activities and try to create a team to participate in these events such as soccer or Basketball. Participating in these events would be a great idea to attract the youths. The long term process of this would be participating annually in these activities. I am still looking forward to suggestions from fellow members of this organization.

Another major event that I will be coordinating is an outreach to visit the Jane & Finch, Yorkgate and Sheridan malls. Banners will be displayed and volunteers will be on to educate people in general about the organization.

I really believe that there will be a strong youth committee in the years to come but without suggestions from the membership the process will not be an easy one.



The JCA would like to thank all funders and donors for their generous support. We regret any errors or omissions.

## FUNDERS

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**City of Toronto**  
**Human Resources and Skills Development Canada**  
**Ministry of Citizenship and Immigration**  
**Ministry of Children and Youth Services**  
**Ministry of Training, Colleges and University**  
**Trillium Foundation**  
**United Way**

## MAJOR INDIVIDUAL AND CORPORATE DONORS

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Amy Nelson  
Andenye Chablitt-Clark  
Audrey Campbell  
Barbara Hall  
Barbara Thomas  
Basdai Indira Persad  
Bernice V. Bailey  
Beryl Nugent  
Bruce McDonald  
Brunswick House  
Caribbean Promotions Arts & Culture Inc.  
Carmen Sutherland & Leon Sutherland  
Courteney Harriott  
CUPE Local 4400  
Daphne Bailey  
Dawson Network  
Denise Brown  
Earl Davis  
Erma Collins  
Ezra Nesbeth  
Falconer Charney  
Francis McDonald  
Gifford & Raphaelita Walker  
  
Herman Stewart  
Iris John  
Ismay Murray  
Itah Sadu  
JCA Domino Club  
Jeff Shaddick  
John Howard Society of Toronto  
Kamala-Jean Gopie  
Lancelot Brown  
Lorimer-FHG  
Marcia Brown  
Mary Anne Chambers  
Michael Thompson  
Nehemiah Bailey  
Neville Morrison  
Norma Brown-Larro  
Pamella Powell  
Sadie Harrison  
Sandra Whiting  
Sharon Whiting  
Vincent Conville  
York Regional Police  
York West Provincial Liberal Association

## 2013 WALK GOOD SUPPORTERS

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**NURSING & HOMEMAKERS INC. (NHI) – Presenting Sponsor**  
CHRY Community Radio

### Participating Community Organizations

The Alliance of Jamaican Alumni Associations (Toronto) AJAA  
BBPA (National Scholarship Fund)  
Citizens for the Advancement of Community Development (CACD)  
Collective of Black Artists (COBA)  
Herbert H. Carnegie Future Aces Foundation  
Jamaica Visionaries Association  
Markham African Caribbean Association (MACA)  
Ontario Black History Society (OBHS)  
P.A.C.E. (Canada)  
Sickle Cell Association of Ontario  
Tropicana Community Services

### Membership Events Sponsors & Supporters

Amy Nelson  
Beryl Nugent  
Bruce McDonald  
Can-Can Seniors Group  
Caribbean Jerk Chicken and Drum  
Carmen Jens  
Christopher & Dr. Mary Anne Chambers  
COSTCO  
Florizel E. Brown  
Food Fiesta  
Frederick Ellis  
Gifford & Raphaelita Walker  
Grace Kennedy  
Juicy Patties  
  
Linda Gray  
Lovell S. Nelson  
M. W. Thompson & Megan Sandiford  
Maple Lodge Farms Ltd.  
Michidean's J.A. Patty  
Morning Star Airport Shuttle Inc.  
Phyllis Walker  
Ralph's Bakery & Take Out  
Raphael & Joyce Waugh  
Rochelle Clear Water  
Sheriff's Nofrills  
Sun-Light Bakery  
Viv's Catering Company  
Western Union

The JCA is blessed to have committed and passionate members and volunteers.  
The Board of Directors thanks each and every one of you for the important role  
you play in ensuring this organization continues to thrive.



## 2012 – 2013 VOLUNTEERS

### Saturday Morning Tutorial Program

Vilma Garnett -- Coordinator  
Radhika Garnett  
Dwaine Osbourne  
Janet Samms  
Jeremy D'Oliveira  
Kathryn Grant  
Zenover Brown  
Megan Atkinson

### Education/Scholarship

Basil Thomas  
Dan Hamilton  
Dr. Vincent Conville  
Edeva Smith  
Edward Smith  
Fay Conville  
Grace Williams  
Ian Edwards  
Judith Spencer  
Julie Spence  
Roseanne Henlon  
Rudolph Gibbs

Sylvanus Thompson

**Fundraising**

Keith Haye, Chair  
Delroy McDonald  
Novelette Hewitt-Swaby  
Florence Wellington-Hamil  
Paulette Davis  
Janet Campbell  
William Jenkins  
Rohan Welsh  
Edna Smith-Bowes

## 2012 – 2013 VOLUNTEERS

### Spelling Bee

Anne Marie Whyte  
Audrey Campbell  
Charmaine Sewell  
Dan Hamilton  
Dwaine Osbourne  
Dwight Gordon  
Enid Campbell  
Ian Edwards  
Jeannette Lemon  
Lisa Simms  
Marie Chapman  
Radhika Garnett  
Roseanne Henlon  
Sylvanus Thompson  
Tamara Gordon  
Trisha Francis  
Vilma Garnett

Eunice Graham  
Haslene Davis  
Hyacinth Ferguson  
Ismay Murray  
Jameleia Williams  
Juilett Saunders  
Kristy Salmon  
Lorna Plumber  
Majorie Cameron  
Norma Clarke  
Pam Powell  
Patricia Bailey  
Penny Williams  
Raphaelita Walker  
Ruby Collymore  
Sheila Raymond  
Shirley McDonald  
Velma Tucker  
Zenover Brown

Norma Lewis  
Owen Dunbar  
Patrick Bailey  
Penny Williams  
Vina Bennett

### Membership Services

Courtney Harriott  
Dean Parker  
Eulin Lewinson  
Glenford Gordon  
Herbert Green  
Janet Samms  
Lance Roach  
Len Moore  
Leo Campbell  
Lisa Marshall  
Marsha Maylor  
Mary Green  
Nadine McLean  
Pansy Stewart

**Resource Members:**  
Shirley McKoy  
Winston Brown

### Women's Committee

Amy Henry  
Bernice Bailey  
Carmen Sutherland  
Daphne Bailey  
Dr. Enid Collins  
Ena Harrison

Akilah Dresseskie  
Daliah Willocks  
Dwaine Osbourne  
Dwight Gordon  
James

## **UPCOMING EVENTS**

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### **Annual Family Day Picnic**

The annual picnic will be held in Cobourg on Sunday, July 7th.

### **JCA's 51<sup>th</sup> Anniversary Celebration – Saturday August 10**

### **Flag Raising Ceremony**

This year's Flag Raising ceremony will be held on **August 4, 2012**.

### **Quarterly Membership Meeting - Sunday August 25 at 2:00 pm**

### **Seniors Appreciation Brunch**

This year's Seniors Appreciation Brunch will take place on **Sunday September 8** and once again be held in conjunction with the Caribbean Seniors and Amy Nelson. Please come out and support us or sponsor a senior.

### **JCA Annual Scholarship Dinner**

This year's dinner will take place Saturday, September 14.

### **Annual Children Christmas Party**

This year event will be held on **December 1 from 2:00pm to 4:00p.m.**



JAMAICAN  
CANADIAN  
ASSOCIATION

ESTABLISHED 1962

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